# Quartermaster Warrant Officer Accession Brief

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Quartermaster Warrant Officer Proponent

# Agenda

- Warrant Officer Definition an Structure
- Quartermaster Warrant Officer Corps
- Predetermination Process and Prerequisites

# Warrant Officer Definition and Structure

# Definition of a Warrant Officer

**"The Warrant Officer is a self aware and adaptive technical expert, leader, trainer and advisor. Through progressive levels of expertise in assignments, training and education, the Warrant Officer administers, manages, maintains, operates and integrates Army systems and equipment across the full range of Army operations. Warrant Officers are innovative integrators of emerging technologies, dynamic teachers, confident war-fighters and developers of specialized teams of Soldiers. They support a wide range of Army missions throughout their career."**

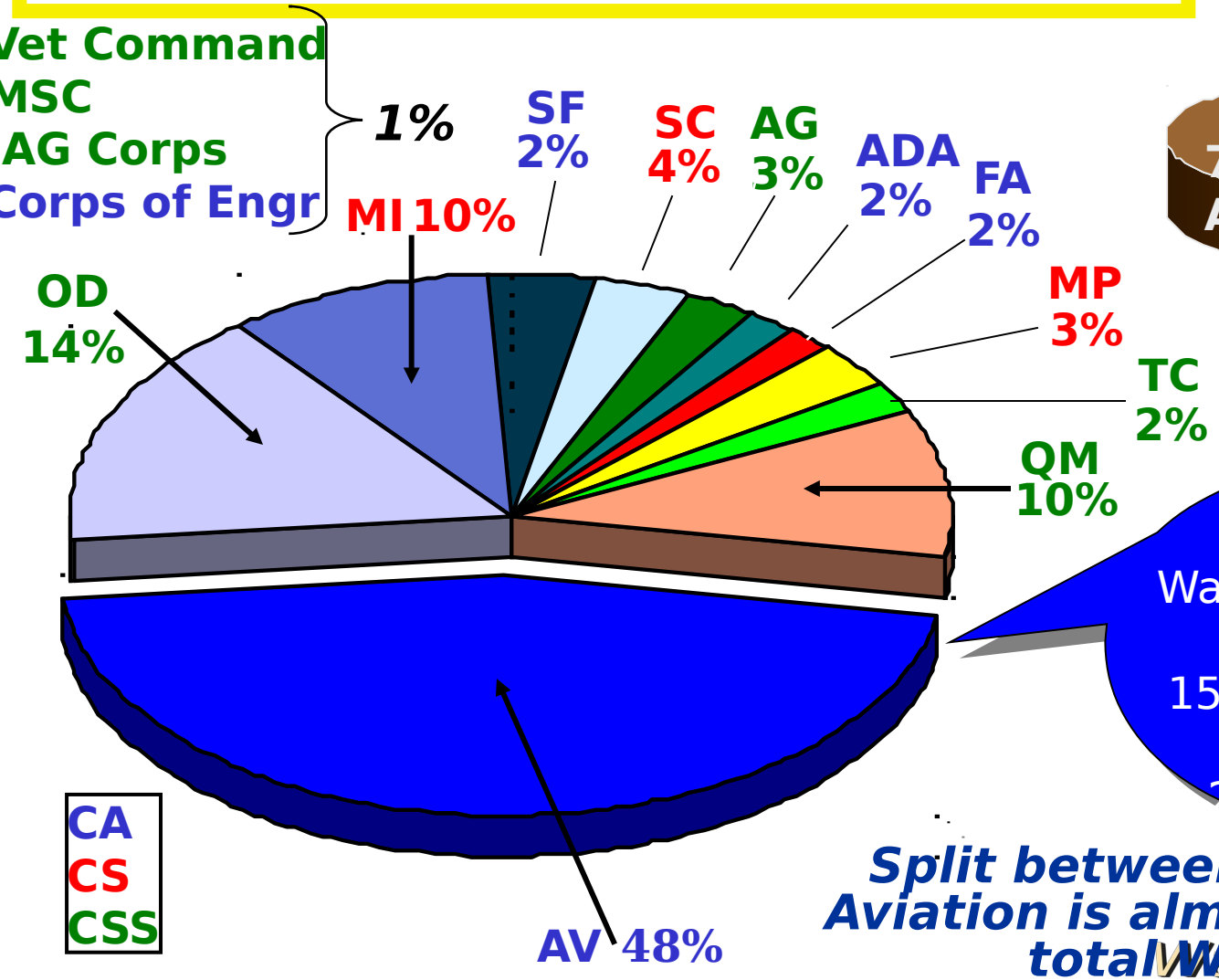
Warrant Logisticians

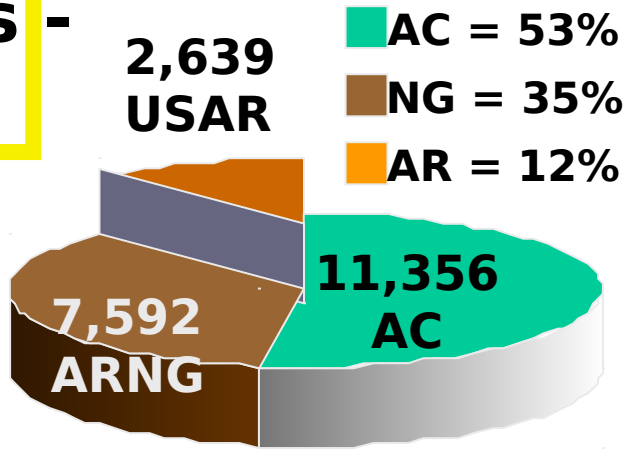
# Opportunities as a Warrant Officer

- Higher pay
- Extended career opportunities
- Challenging assignments
- Perform core duties/responsibilities more often and longer
- Be the “Go To” person
- Skill and experience readily converts to the civilian job market

# Warrant Officer in Army Structure

## More than Aviators & Technicians - CA, CS, CSS



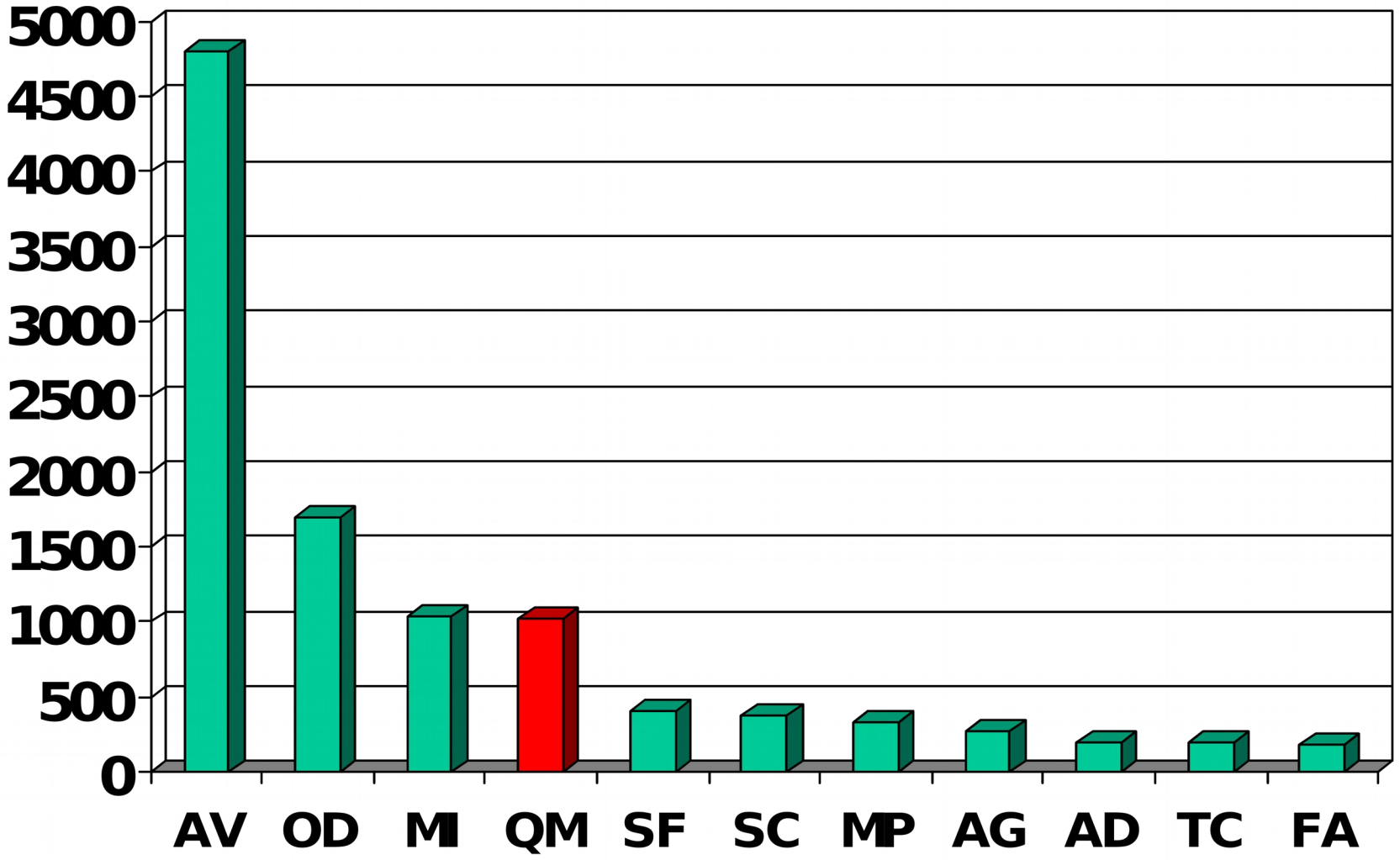

***Roughly 21.5K WOs in all COMPOs at any one time***

Warrant Officers
=
15% of Officers Corps/
2% of Army

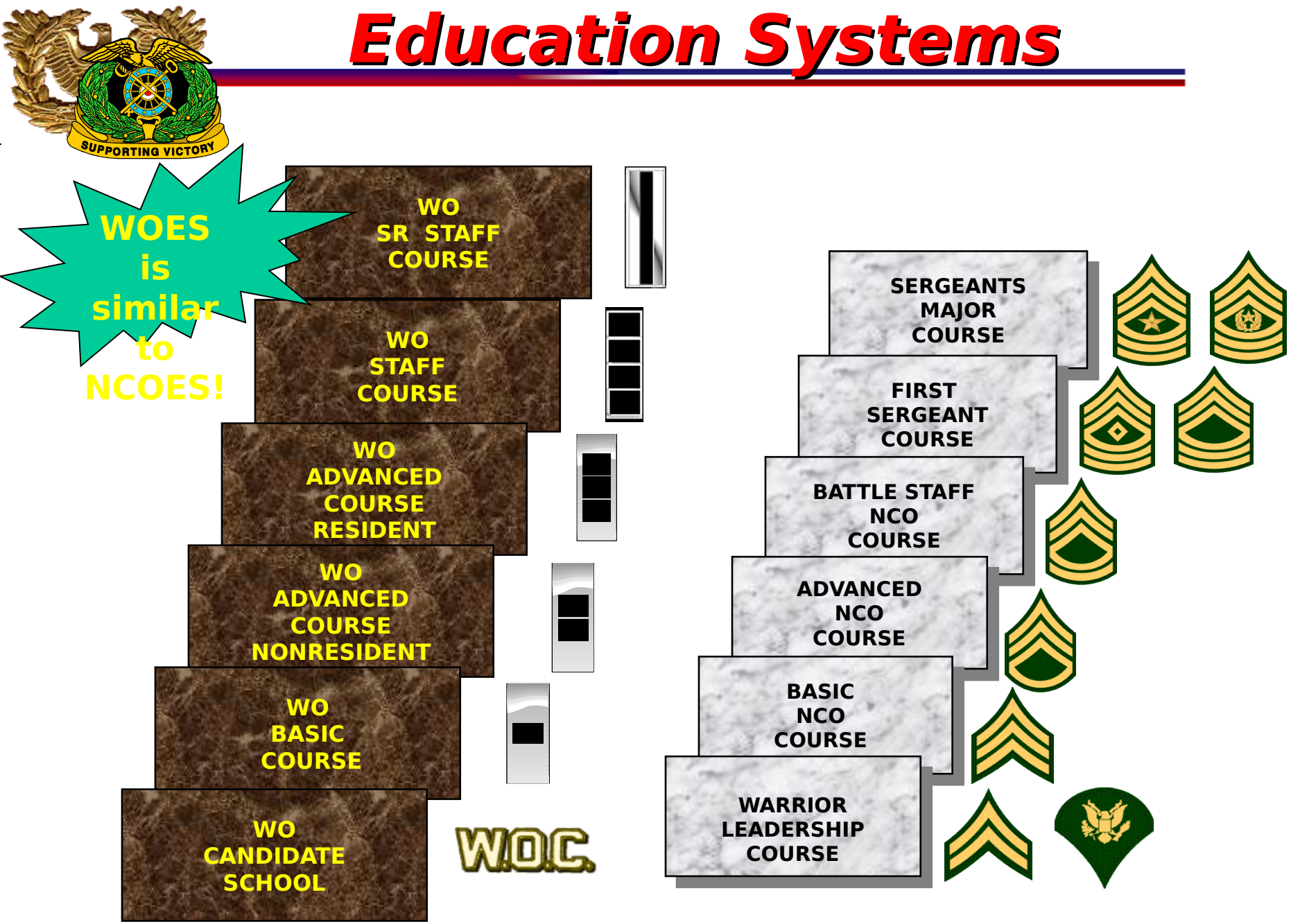
***Split between AC and RC - Aviation is almost 50% of the total WO force***

Warrant Logisticians

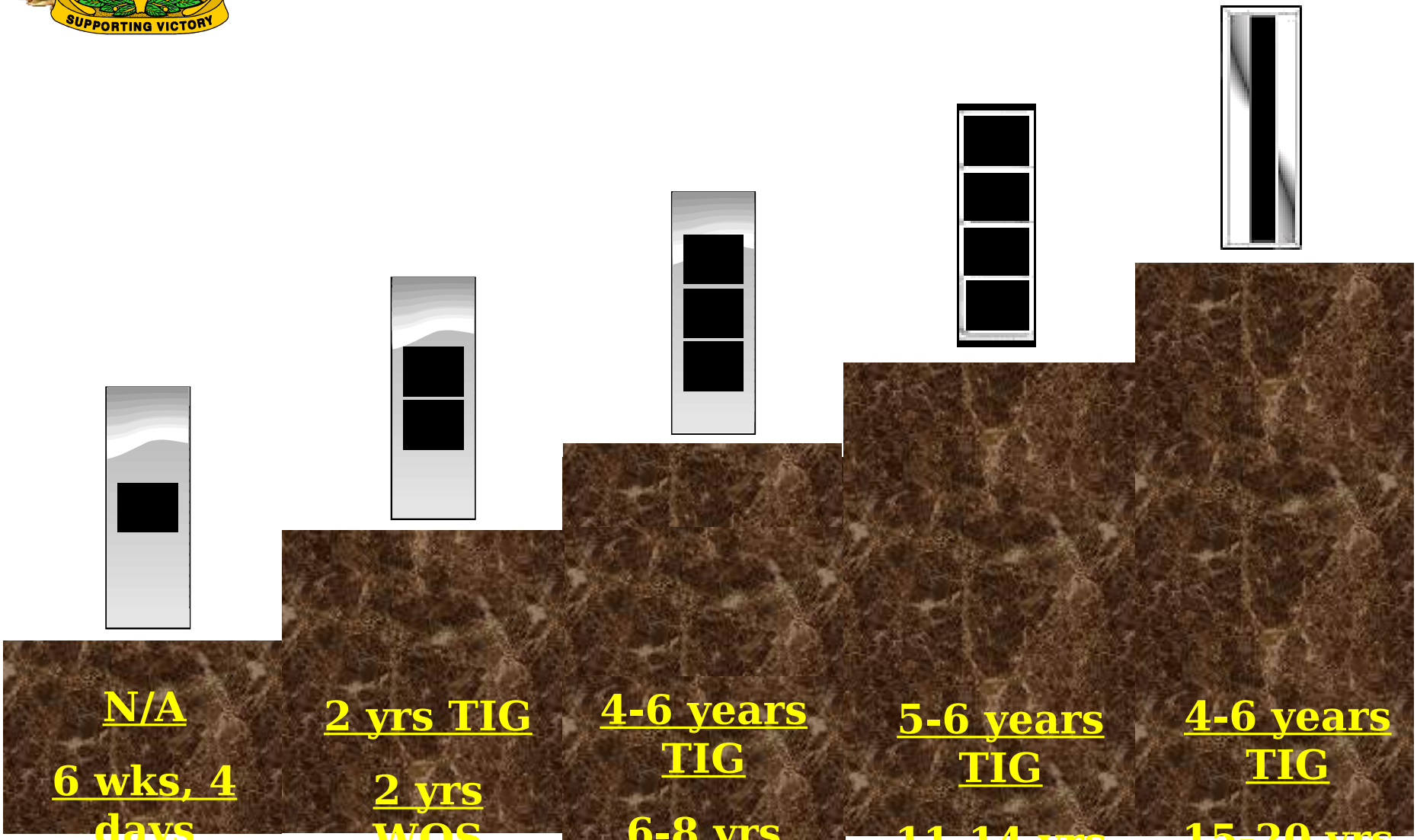
# Warrant Officer MOS Comparison



# Education Systems



# Warrant Officer Promotions



**N/A**

**6 wks, 4 days**

**2 yrs TIG**

**2 yrs WOS**

**4-6 years TIG**

**6-8 yrs WOS**

**5-6 years TIG**

**11-14 yrs WOS**

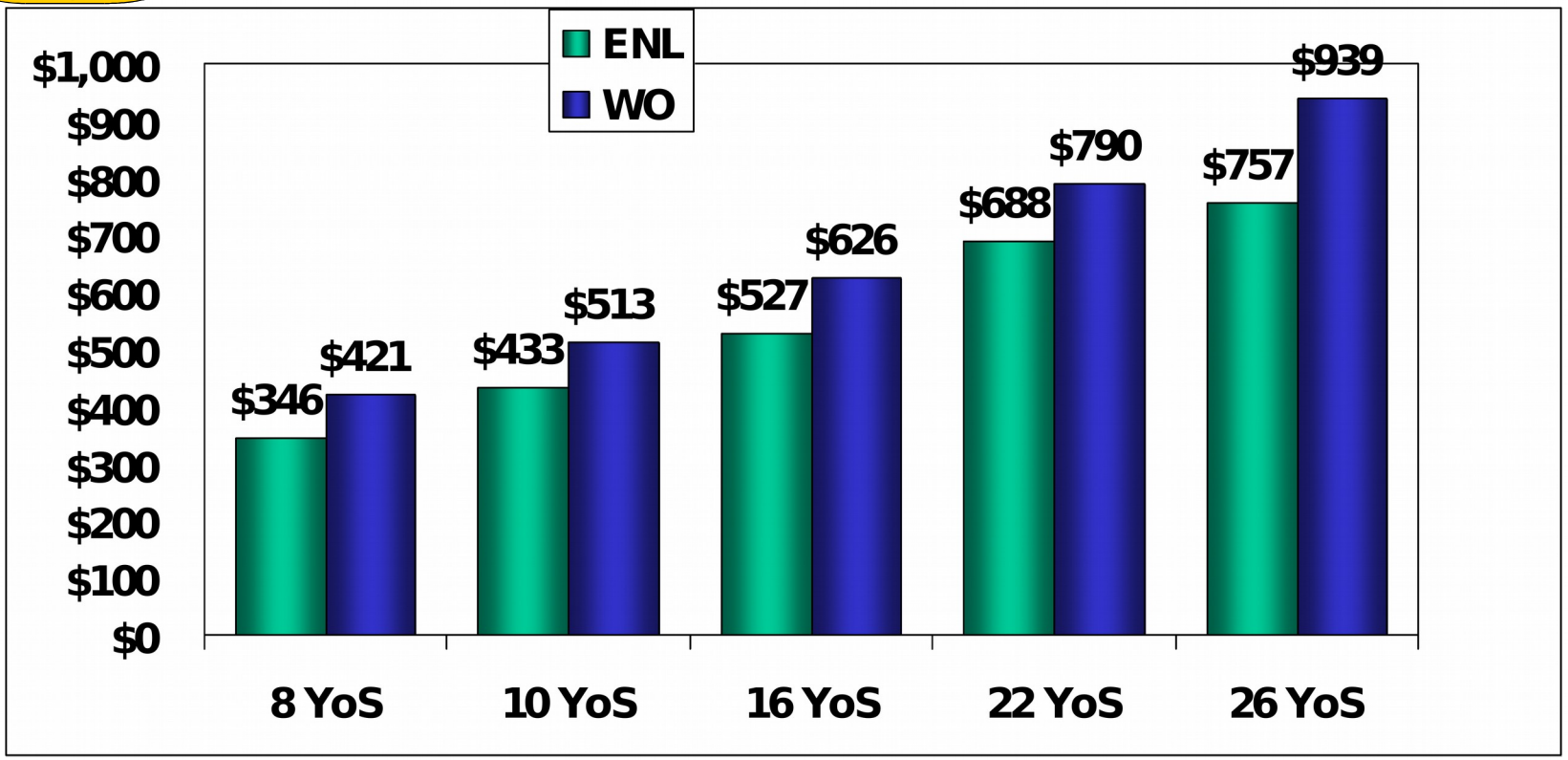
**4-6 years TIG**

**15-20 yrs WOS**

**TIG – Time in Grade**
**WOS – Warrant Officer Service**

Warrior Logisticians

# Pay Comparison




| | E6/W 1 | E7/W 2 | E8/W 3 | E9/W 4 | E9/W 5 |
|---|---|---|---|---|---|
| Pay Difference | $75 | $80 | $99 | $102 | $182 |

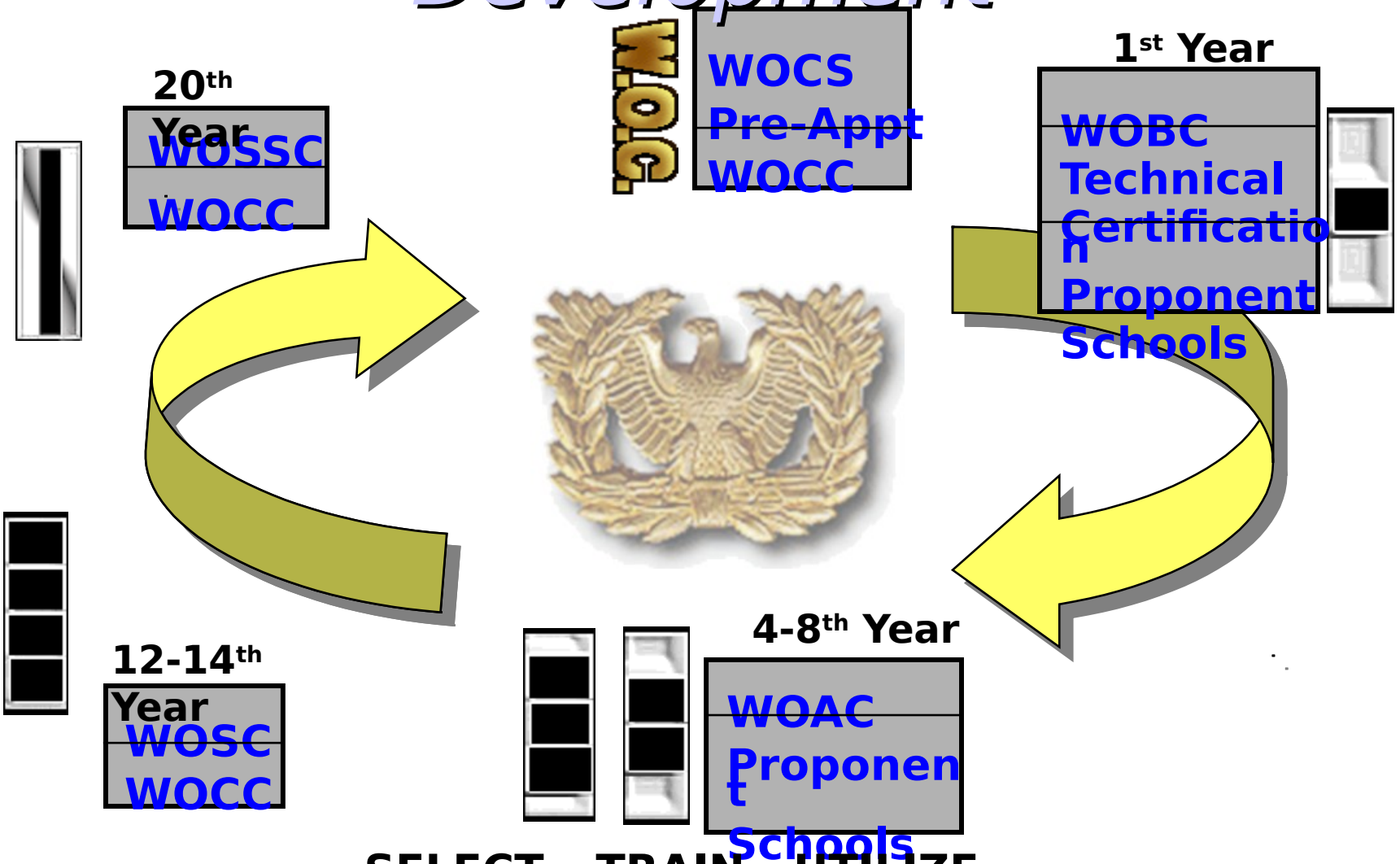
*Based on Apr 2007 pay sca*

# Retirement Pay Comparison (AC)

| Grade | Years | Pay | |
|---|---|---|---|
| W3 | 20 | $2521 | + $663 |
| E7 | 20 | $1858 | |
| W4 | 24 | $3580 | + $910 |
| E8 | 24 | $2670 | |
| W5 | 30 | $5385 | + $1044 |
| E9 | 30 | $4341 | |

***Based on April 2007 pay scale***

# Warrant Officer Training & Development




**SELECT – TRAIN - UTILIZE**

WOCS – Warrant Officer Candidate School
WOAC - Warrant Officer Advanced Course
WOCC – Warrant Officer Career Center
WOSC – Warrant Officer Senior Course
WOBC – Warrant Officer Basic Course
WOSSC – Warrant Officer Senior Staff Course

# Becoming A Warrant Officer

- **Meet with Warrant Officer Strength Manager/Special Mission Recruiter**
- **Complete and Submit Packet**
- **Predetermination Review**
- **FedRec/Army Board**
- **Warrant Officer Candidate School**
- **Warrant Officer Basic Course**

# *Quartermaster Warrant Officer Corps*

# Quartermaster Warrant Officers

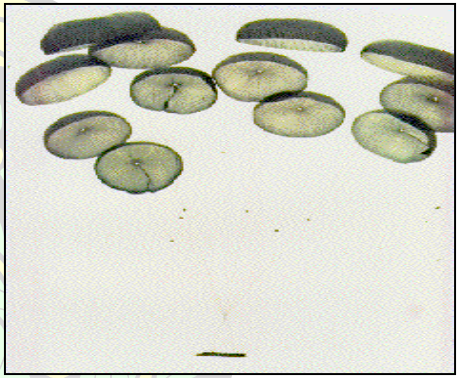
- 920A Property Accountability Technician: Serves a Property Boo Officers at Divisions, Brigades, Groups, Battalions, and separate TDA activities

- 920B Supply Systems Technicia Serves as Accountable Officers a

Supply Support Activity & Direct Support Unit levels

# Quartermaster Warrant Officers

- **921A Airdrop Systems Technician:**
  **Provides airborne and airdrop operations technical guidance to commanders and staff activities**



- **922A Food Service Technician:**
  **Coordinates and supervises the food service program for installations.**

# Quartermaster Warrant Officers

- ***923A Petroleum Systems Technician:***

***The new Quartermaster Warrant Officer specialty started in 2006. A staff position requiring petroleum expertise. They determine requirements for bulk fuel and packaged petroleum products.***

# QM Total Warrant Officer Structure

## Authorized and On Hand (T IS)

| MOS | Property Accounting Technician (MOS 920A) | Supply Systems Technician (MOS 920B) | Airdrop Systems Technician (MOS 921A) | Food Service Technician (MOS 922A) | Petroleum Systems Technician (MOS 923A) | Total |
|---|---|---|---|---|---|---|
| % Fill (ALL Compo) | 79% | 81% | 63% | 62% | 58% | 75% |
| % Fill (Active) | 106% | 119% | 89% | 106% | 63% | 107% |
| % Fill (ARNG) | 60% | 55% | 9% | 35% | 0% | 53% |
| % Fill (USAR) | 84% | 81% | 33% | 51% | 92% | 75% |

100-85% 84-75 74-65% <64%

COMPO 1 PMAD and TOPMIS (4 DEC 2007) , COMPO 2 TAPDB and On-Hand data (30 SEP 07), Compo 3 uses internal syst

As of 4 Jan 2008

# QM Total Warrant Officer Structure

## Authorized and On Hand (TOPMIS)

| MOS | Property Accounting Technician (MOS 920A) | | Supply Systems Technician (MOS 920B) | | Airdrop Systems Technician (MOS 921A) | | Food Service Technician (MOS 922A) | | Petroleum Systems Technician (MOS 923A) | | Total | | % Fill by Compo (All MOS) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| COMPO | AUTH | On Hand | AUTH | On Hand | AUTH | On Hand | AUTH | On Hand | AUTH | On Hand | AUTH | On Hand | |
| Active | 378 | 400 | 262 | 312 | 79 | 70 | 159 | 168 | 27 | 17 | 905 | 967 | 107% |
| ARNG | 619 | 369 | 392 | 217 | 22 | 2 | 218 | 76 | 9 | 0 | 1260 | 664 | 53% |
| USAR | 262 | 221 | 115 | 93 | 27 | 9 | 100 | 51 | 12 | 11 | 516 | 385 | 75% |
| Total | 1259 | 990 | 769 | 622 | 128 | 81 | 477 | 295 | 48 | 28 | 2681 | 2016 | 75% |

100-85% 84-75% 74-65% <64%

**COMPO 1 PMAD and TOPMIS (4 Jan 2008) , COMPO 2 TAPDB and On-Hand data (30 SEP 07), Compo 3 uses internal syst**

**As of 4 Jan 2008**

# *Predetermination Process and Prerequisites*

# PDP Process

- **Not a board action or selection process**
- **Certifies that the Soldier meets the minimum criteria**
- **Non-competitive**
- **Does not mean that the Soldier is the best fit**

# PDP Process

- **Reviewed by the proponent and an SME**
- **If incomplete goes to pending file**
- **Decision by Proponent is reviewed by Deputy Chief, Office of the Quartermaster General**
- **Forwarded to Chief, Office of the Quartermaster General for review and signature**
- **Memo sent to NGB, Strength Manager**

# Army Prerequisites

- US citizen
- GT score - 110 or higher
- High school graduate (or GED)
- Have a secret security clearance (interim to apply)
- Pass the standard 3-event APFT (Exception to Policy)
  - Alternate Events Count
- Meet Height/Weight Standards
- Pass appointment physical exam (Not required for ARNG for Predetermination Packet)

***These are mandatory Army Prerequisites***

# Quartermaster Prerequisites

- E-5 or higher (Except 921A – E-6)
  - ARNG E-4
- Letter of recommendation from a Senior Warrant Officer holding the appropriate MOS
- Letters of recommendation from company and battalion/brigade commander
- Six credit hours of college level English
- Outstanding duty performance in feeder MOS

# MOS Specific

- **MOS 920A – Property Accountability Technician**
  - **Have 5 years experience in MOS 92Y/68J**
- **MOS 920B – Supply Systems Technician**
  - **Have 5 years experience in MOS 92A**
- **MOS 921A – Airdrop Systems Technician**
  - **SSG or above w/8 yrs experience in MOS 92R**
  - **Be a BNCOC graduate**
  - **Jumpmaster qualified and be rated a Senior/Master Parachutist**
  - **Have completed the Airdrop Load Inspectors Course**
  - **Have documented a minimum of two years**

# MOS Specific (con't)

- **MOS 922A – Food Service Technician**
  - **Have 5 years documented experience in MOS 92G/68M**
  - **Have documented a minimum of two years supervising personnel (first Cook/Shift Leader in garrison and field operations)**
- **MOS 923A – Petroleum Systems Technician**
  - **Have 5 years documented experience serving as a Fuel Handler in MOS 92F, 92L or 92W**
  - **Have three (3) hours of a series 100 Basic College Mathematics Course**
  - **Does not require a letter of recommendation from a senior 923A**

# Prerequisite Discussion

- **Proof of Citizenship**
  - **DA Form 61**
  - **Stated on Security Clearance**
- **High School Graduate**
  - **DA Form 61**
  - **High School Diploma**
- **GT Score**
  - **ERB**
  - **DA 2-1**
  - **Memo from unit**
  - **Typed Entry**
  - **No Line Outs**

# Prerequisite Discussion

- **Army Physical Fitness Test**
  - **DA 705 or DA 61**
  - **Request for Waivers are accepted**
  - **ARNG Waivers are approved prior to packet review**
  - **Soldier must be able to do 10K Road March with 40 LB Pack**
  - **Strongly recommend use of USAREC 1932 or equivalent**
- **Security Clearance**
  - **Must have a Secret prior to school attendance**
  - **Can apply with an Interim Secret**
  - **JPAS printout or letter from Security Manager**
- **Height/Weight Standards**

# Prerequisite Discussion

- **Appointment Physical**
  - **Not required for predetermination for ARNG candidates**
  - **Should be included if an APFT waiver is requested**

- **Grade Requirement**
  - **All MOSs but 921A – E-4 (ARNG only)**
  - **921A – Must be E-6**

- **Letters of Recommendation**
  - **Should be quantitative**
  - **Do not use same letter for different command levels**
  - **Separate letters from each command level**
    - **No "Line Through" endorsements**

# Prerequisite Discussion

- **Letters of Recommendation (con't)**
  - **Chain of Command Letters**
    - **Need two levels**
    - **Company Commander and BN/BDE Commander or equivalent**
  - **Senior Warrant Letter**
    - **MOS specific**
    - **CW3 or above**
    - **Not required for MOS 923A**
  - **Signatures**
    - **All Letters of Recommendation must be signed (no //s//)**
    - **Signed "For" takes away from the credibility of the letter**
- **College Courses**
  - **All references to degrees have been removed from preregs**

# Prerequisite Discussion

- College Courses (con't)
  - Math (3 credit hours – MOS 923A)
    - Any 100 series college math (Algebra based)
    - Used for hydraulics and fluid dynamics
    - Will not waive

**hi im sgt smith cann u wave the coledge english required 4 me  thx**

**This is no joke – we actually receive requests similar to this**

# Prerequisite Discussion

- NCO Evaluation Reports
  - Need all of them
  - Somewhat liberal in the interpretation
    - Promote Ahead of Peers – Fully Qualified??\
    - In general ARNG tends to under inflate NCOERs

- Experience
  - Relatively recent – within the last 8 to 10 years
  - Deployments
    - Will add 6 to 8 months/year if Soldier worked in MOS
  - Civilian Experience
    - Must have some military experience
    - Civilian experience must be closely related
    - Miltech experience in comparable job counts the as the same

# Special Situations

- **Reclassification of Warrant Officers**
  - **Not situational – Based on qualifications**
    - **All the Army owes you is a paycheck**
  - **Packet similar to accession packet**
  - **Must have documented experience in new MOS**
    - **Additional duties**
    - **Miltech experience**
    - **Does not have to be 5 years**

- **Officer to Warrant Officer**
  - **Again – Not situational – Based on qualifications**
    - **We are not a retention program**
  - **Documented experience – depth of knowledge not breadth**
  - **Very few are approved**

# General Comments

- **Biographical Summary**
  - **Direct reflection of the Soldier**
  - **Assignments/School must be validated on official records**
  - **Must be comprehensive and complete**
  - **Attention to detail**

- **Requests for Information**
  - **Proper spelling and grammar**
  - **Military Courtesy**

**nterested in applying. Where do I start.** ***E-Mailed from AOL add***

- **Packet is the Soldier's responsibility**
  - **Strength Manager/Special Mission Recruiter is an enabler**

# Summary

- **In our eyes the packet represents the Soldier**
- **The quality of the packet is the Soldier's responsibility**
- **We are willing to work with you, but will not compromise the quality of the QMWO Corps**

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Legacy Force
Sustain & Recapitalize
Objective Force
Interim Force
Initial BCT
OBJECTIVE FORCE
2000
First Interim BCT
First Unit Equipped Objective
SUPPORTING VICTORY

# Questions